



STARS OF SCIENCE PRIVACY NOTICE- Contestants, Contributors and Applicants

PURPOSE

Zinc Media Group Plc and its subsidiaries take our obligations under the General Data Protection Regulation (2018) very seriously and are committed to protecting the privacy of our data subjects.

Zinc Media Group Plc with registered office at C/O Cms Cmno Llp 4th Floor, Saltire Court, 20 Castle Terrace, Edinburgh, United Kingdom, EH1 2EN, UK or the subsidiary company of Zinc Media Group named in your contract of engagement ("Company" or "we") are the data controller of the personal data we collect from and about you.

For any questions on this policy please email PCO@zincmedia.com

1. INFORMATION FOR CONTESTANTS, CONTRIBUTORS AND APPLICANTS

This Privacy Notice explains how we collect, store, and use your personal information when you apply to participate in our productions as a contestant, contributor, or applicant. We are responsible for determining how this personal data is managed and used. This notice outlines the purposes for which we process your information, how we protect it, and how long it will typically be retained.

Who This Section Applies To

This section applies to individuals who:

- Apply to take part in a television programme, documentary, or production as a contestant, contributor, or participant.

- Submit applications, audition tapes, or supporting materials to be considered for a production.
- Are contacted by us for consideration in productions.

What Data We Collect

The personal data we may collect includes:

- **Application & Casting Information:** Name, contact details, age, nationality, previous experience.
- **Audition Materials:** Videos, photographs, and voice recordings submitted as part of an application.
- **Health & Safety Information:** Medical history (where relevant) to ensure duty of care during participation.
- **Legal & Compliance Data:** Right to work, parental consent (for under-18s), criminal record checks (if legally required).

How We Use Your Data

We collect and process contestant and contributor data to:

- Assess suitability for a programme and manage the selection process.
- Ensure compliance with broadcasting regulations and safeguarding policies.
- Contact successful applicants and coordinate participation.
- Promote the programme where agreed.

Who We Share Your Data With

We may share your personal information with other parties where necessary for production purposes. These include:

- The financier of the production.
- The broadcaster/commissioner(s) of the production.
- Co-producers of the production (if applicable).
- Our insurers and the production's insurers.
- Our health and safety advisers.
- Regulatory authorities, including OFCOM.
- Our legal advisers, and otherwise as required by law.
- To verify information you provide, we may also share data with global news database services, law enforcement, government agencies, and medical professionals.

All third parties are expected to keep your personal information confidential and secure, and to use it only for the purposes for which it was shared.

How Long We Retain Your Data

Unsuccessful applications may be deleted after 5 years unless otherwise agreed. Selected contestants/contributors' data is retained as long as necessary for production and regulatory compliance.

Legal Basis for Processing Your Data

The legal basis for processing contestant and contributor data includes:

- **Consent:** By submitting an application, you consent to the processing of your personal data for selection purposes.
- **Legitimate Interest:** Processing is required for programme production and compliance with industry regulations.
- **Legal Compliance:** Where processing is required by regulatory and safeguarding obligations.

Your Rights

You have the right to request access, corrections, or deletion of your data at any time. To exercise your rights, email PCO@zincmedia.com

2. INFORMATION FOR ALL USERS

This section covers information relevant to All Users and should be read in conjunction with the “Website Users” or “Employees and Contracted Suppliers”, “Job Applicant” or “Contestants, Contributors and Applicants” sections as required.

Transferring Information Abroad?

Due to the global nature of Zinc Media Group’s operations, the Company may disclose personal data to personnel and departments throughout Zinc Media Group (and to some third parties providing services as described above and the Company’s pension services provider) to fulfil the purposes described in this Privacy Notice. This may include transferring personal data to other countries (including countries other than where you are based that have a different data protection regime than the one existing in the country where you are based). If you are in the European Economic Area (EEA), this may include countries outside of the EEA. We have adopted appropriate safeguards to protect your personal data regardless of where it resides. You can find the list of member states by clicking on the following link: https://europa.eu/european-union/about-eu/countries/member-countries_en.

Your Rights?

You have the right to:

- Obtain confirmation as to whether or not your personal data exists and to be informed of its content and source, verify its accuracy and request its rectification, update or amendment.
- Request the deletion, anonymisation or restriction of the processing of your personal data processed in breach of the applicable law.
- Object to or request the limiting of the processing, in all cases, of your personal data for legitimate reasons.
- Receive an electronic copy of your personal data, if you would like to port the personal data, which you have provided to us, to yourself or to a different provider (data portability), when the personal data is processed by automatic means and the processing is either (i) based upon your consent or (ii) necessary for the provision of the company service; and
- Lodge a complaint with the relevant data protection regulatory authority.

You may send your request to PCO@zincmedia.com

Please note, however, that certain personal data may be exempt from such access, correction and deletion requests pursuant to applicable data protection laws or other laws and regulations.

Retention period applying to your personal data

The personal data collected pursuant to this Privacy Notice is retained for the duration of the working relationship and, after the termination of the working relationship up to seven (7) years, except for longer periods where the retention of the personal data is necessary due to litigation, requests filed by competent authorities or in compliance with applicable laws and regulations. In any case, we will take steps to ensure that the personal data processed is relevant and not excessive for its intended use and is accurate and complete for carrying out the purposes described in this Privacy Notice. Accordingly, we will retain personal data for the period necessary to fulfil the purposes outlined in this Privacy Notice unless a longer retention period is required or permitted by law. After the applicable retention period has ended, the Company shall securely destroy or delete the personal data or anonymise it.

Your Obligations?

Please keep personal data up to date and inform us of any significant changes to personal data. You agree to inform your dependents, whose personal data you provide to the Company, about the content of this Privacy Notice, and to obtain their consent (provided they are legally competent to give consent) for the processing of that personal data by the Company as set out in this Privacy Notice.

You further agree to follow applicable law and both the Company's and Zinc Media Group's policies, standards and procedures that are brought to your attention when handling any personal data to which you have access during your relationship with the Company, in particular the Zinc Media Group Data Protection Policy. You will not access or use any personal data for any purpose other than in connection with and to the extent necessary for your relationship with the Company. You understand that these obligations continue to exist after termination of your relationship with the Company.

Changes to the Privacy Notice

We may change or update this Privacy Notice due to different interpretations, decisions and opinions relating to the EU Privacy Regulation and will notify you accordingly.

POLICY REVIEWED:

April 2026

**Grace French-Pawar
Senior HR Partner
Zinc Media Group Plc.**

To be reviewed annually.